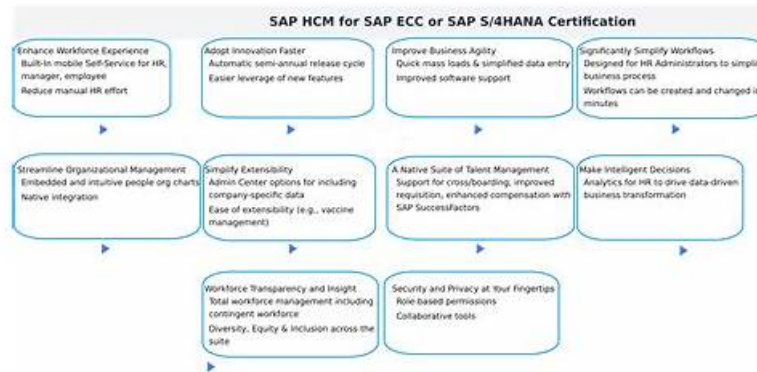


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q62-Q67):

NEW QUESTION # 62

Some work schedule rules include four hours work on Fridays and half day holidays. Absences and quota deduction are calculated in days.

How do you reduce the daily quota proportionally for an absence on one of these days?

Note: There are 3 correct answers to this question.

- A. Set the deduction rules to query the different holiday classes.
- B. Set the counting rules to query the different holiday classes.
- C. Set the counting rules to include 50% quota multiplier for hours.
- D. Set the counting rules to query different conditions for the current day.
- E. Set the counting rules to include 50% quota multiplier for days.

Answer: B,D,E

NEW QUESTION # 63

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What do you need to configure to enable this?

- A. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.
- B. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- C. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- **D. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).**

Answer: D

NEW QUESTION # 64

In the overview quadrant for transaction PPOME, how can you choose different views of the objects in the organizational structure (such as reporting, task assignment, or organizational structure)?

- A. By using the Column configuration button
- B. By adding different profiles to your user parameters in SU3
- C. By choosing the "Search Term" function
- **D. By choosing a different evaluation path from the "Goto" button**

Answer: D

NEW QUESTION # 65

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Payroll schema and period parameter
- **B. Pay date and pay frequency**
- C. Pay frequency and paid holidays
- D. Paid holidays and pay date

Answer: B

NEW QUESTION # 66

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for?

Note: There are 3 correct answers to this question.

- **A. As a field for decisions for default values**
- **B. As a field in authorization checks**
- C. As a field to determine the holiday calendar
- **D. As a selection criterion for reporting**
- E. As a field to determine absence and attendance types

Answer: A,B,D

NEW QUESTION # 67

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